

Wernefelt A/S Human Rights Statement



Wernefelt recognises its responsibility to seek and protect human rights throughout our operations, our value chain and in the communities where we operate.

Wernefelt supports the principles contained in the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact and the fundamental principles that protect workers' rights defined in ILOs- International Labour Organisation core conventions.

We respect human rights primarily by providing safe and healthy working conditions for our employees and ensure that human rights such as freedom of association, equal opportunity etc. are incorporated in human resource practices. We respect the cultures, customs and values of the people in communities where we operate and take into account their needs, concerns, and aspirations

Wernefelt actively seeks to identify, assess and manage human rights impacts within our spheres of influence and activities in line with the following views and aims:

- Our human rights process is based on corporate commitment, due-diligence, assessment, defining and implementing actions and measuring/communicating our results.
- As a minimum, we comply with all relevant rules and regulations in the countries we operate
- We seek to:
 - Engage in open dialogue with our business partners and other industry related stakeholders
 - Contribute within the scope of our capabilities to promote human rights by improving social conditions.
 - Play a positive role, within our spheres of influence, in capacity building for the realization of human rights within countries of operation.
- We work with:
 - The obligatory work environment evaluation and consequent work environment action plan within our European operations
 - Third party certifications/audits such as BSCI; Sedex, WRAP etc. for our suppliers abroad.
- We refer to key documents such the “United Nations Guiding Principles on Business and Human Rights”, and relevant conventions and standards of the ILO, as well as other international standards, national and international laws.

We expect that:

- All our business partners work with human rights issues in a responsible manner and we expect that all our business partners support the fundamental principles described in UDHR and ILOs core conventions as a minimum.
- Our business partners have a process in place to address human rights impacts.

Stakeholders can alert us to potential and or actual violations of this policy through our external CSR manager (Nicholas Paxevanos) through the mail link: nick@npax.dk